

A photograph of a family celebrating a child's birthday. A woman with curly hair is smiling, a man is leaning over a young child wearing a green paper hat with stars, and they are gathered around a table with a birthday cake.

Virtual Optional Benefits Meeting Guide

State of Minnesota



State of Minnesota Optional Benefits

See instructions below for enrolling or changing the following coverage outside of the annual enrollment period:

- ✓ Life Insurance
- ✓ Optional Accidental Death & Dismemberment (AD&D)
- ✓ Short Term Disability (STD)

Download and print the [optional application](#) – Submit your completed Application to MMB's address on the form.

1. MMB will forward your application for Life Insurance and Short Term Disability to the applicable insurance company and they will mail you a health questionnaire with instructions.
 - [Life Insurance Evidence of Insurability Process](#)
 - [Short Term Disability Application and Underwriting Process](#)
2. Complete and return the health questionnaire as instructed. Upon the insurance company's receipt of your response, they will review your application and advise you of their decision. If approved, the State will also receive notification to begin payroll deductions.

Note: Optional AD&D elections are guaranteed issue, no health questions required.

Optional Insurance Benefits

State of Minnesota Employees

- Life Insurance
 - Employee, Spouse, Child
 - Lifestyle Benefits
- Accidental Death & Dismemberment (AD&D)
 - Employee, Spouse
- Short and Long Term Disability
 - Employee



Term Life and AD&D Insurance

✓ **Securian Financial, underwritten by Minnesota Life**



[CLICK HERE](#)
Life Plan Summary

[CLICK HERE](#)
Life Rate Table

Basic and Optional Term Life

BASIC LIFE

Employer paid – Guaranteed Issue, no enrollment required

- Amount varies according to bargaining unit or job classification (approximately 1x annual salary)
- Includes a matching Accidental Death & Dismemberment (AD&D) benefit
- Elect a beneficiary and review periodically

OPTIONAL LIFE

Employee paid – Available for enrollment to employee, spouse, and child

- Employee and Spouse coverage amounts include a matching AD&D benefit



SEGIS Group Term Life Insurance Plan

- ✓ **Basic Life:** Approximately 1x annual salary, with maximum depending on your contract (State paid and automatically enrolled)
- ✓ **Optional Life:** Enroll for more coverage for employee, spouse and children (If your spouse or child is eligible for employee coverage, they cannot be covered as a dependent)

Employee

- Apply for \$5,000 increments up to \$500,000
- Includes a matching AD&D benefit
- Cost based on age

Spouse

- Apply for \$5,000 increments up to \$500,000
- Includes a matching AD&D benefit
- Cost based on age

Child

- Apply for \$10,000 (guaranteed issue during each annual enrollment)
- One election covers all eligible children from live birth to age 26
- Only one employee can cover a dependent child



Optional Life Semi-Monthly Cost Sample

Note: Employees and Spouses can enroll for up to \$500,000

Age	< 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79
Coverage											
\$5,000	0.15	0.20	0.23	0.25	0.43	0.78	1.23	2.03	3.25	5.25	8.50
\$10,000	0.30	0.40	0.46	0.50	0.86	1.56	2.46	4.06	6.50	10.50	17.00
\$20,000	0.60	0.80	0.92	1.00	1.72	3.12	4.92	8.12	13.00	21.00	34.00
\$30,000	0.90	1.20	1.38	1.50	2.58	4.68	7.38	12.18	19.50	31.50	51.00
\$40,000	1.20	1.60	1.84	2.00	3.44	6.24	9.84	16.24	26.00	42.00	68.00
\$50,000	1.50	2.00	2.30	2.50	4.30	7.80	12.30	20.30	32.50	52.50	85.00
\$60,000	1.80	2.40	2.76	3.00	5.16	9.36	14.76	24.36	39.00	63.00	102.00
\$70,000	2.10	2.80	3.22	3.50	6.02	10.92	17.22	28.42	45.50	73.50	119.00
\$80,000	2.40	3.20	3.68	4.00	6.88	12.48	19.68	32.48	52.00	84.00	136.00
\$90,000	2.70	3.60	4.14	4.50	7.74	14.04	22.14	36.54	58.50	94.50	153.00
\$100,000	3.00	4.00	4.60	5.00	8.60	15.60	24.60	40.60	65.00	105.00	170.00
\$110,000	3.30	4.40	5.06	5.50	9.46	17.16	27.06	44.66	71.50	115.50	187.00
\$120,000	3.60	4.80	5.52	6.00	10.32	18.72	29.52	48.72	78.00	126.00	204.00
\$130,000	3.90	5.20	5.98	6.50	11.18	20.28	31.98	52.78	84.50	136.50	221.00
\$140,000	4.20	5.60	6.44	7.00	12.04	21.84	34.44	56.84	91.00	147.00	238.00
\$150,000	4.50	6.00	6.90	7.50	12.90	23.40	36.90	60.90	97.50	157.50	255.00
\$160,000	4.80	6.40	7.36	8.00	13.76	24.96	39.36	64.96	104.00	168.00	272.00
\$170,000	5.10	6.80	7.82	8.50	14.62	26.52	41.82	69.02	110.50	178.50	289.00
\$180,000	5.40	7.20	8.28	9.00	15.48	28.08	44.28	73.08	117.00	189.00	306.00
\$190,000	5.70	7.60	8.74	9.50	16.34	29.64	46.74	77.14	123.50	199.50	323.00
\$200,000	6.00	8.00	9.20	10.00	17.20	31.20	49.20	81.20	130.00	210.00	340.00

Life Insurance Policy Features

Basic Term Life and Optional Term Life

- ✓ Some limitations apply, including a 2-year suicide exclusion for Optional Life (see certificate for details)

Employee and Spouse Life

- **AD&D Provision** - Provides additional financial protection if death or dismemberment is due to a covered accident, occurring at work or elsewhere
- **Early Benefit Payment** - if you are terminally ill with less than 12 months to live, you may request a life insurance payment before death
- **Waiver of Premium**- if you become totally disabled before age 70, your premiums may be waived
- **No Cost Post Retirement Benefit** - you and your spouse may be eligible to receive a 20% paid-up Life policy if you retire and meet qualifications
- **Minnesota Continuation & Conversion Options** - if you leave employment with the State or retire



State of Minnesota
Group term life and accidental death and dismemberment (AD&D) insurance
Insurance products issued by
Minnesota Life Insurance Company



Explore the benefits of life insurance

Life insurance coverage available with no health questions

There are certain times in which you can enroll for coverage without answering health questions. Below is a summary of those options.

A full list of your life insurance coverage options is outlined on the next page. To apply for coverage other than what's outlined here, you'll answer three questions about your health history – along with height and weight. Applicants previously declined coverage also will be required to answer the health questions.

Within 30 days of initial eligibility

- Employee: Elect up to two times your annual salary
- Spouse: Elect up to \$10,000
- Child: All coverage is guaranteed

During each open enrollment (when offered)

- Employee and spouse: Enroll or increase your optional life coverage based on the current amount in force

Current coverage	May add
\$0	\$5,000
\$5,000 to \$35,000	\$5,000
\$40,000 to \$55,000	\$10,000
\$60,000 to \$75,000	\$15,000
\$80,000 to \$95,000	\$20,000
\$100,000 or more	\$25,000

• Child: All coverage is guaranteed

Health questions never required

- Enrolling for employee or spouse AD&D coverage never requires health questions

Prepared for
MANAGEMENT AND BUDGET
STATE EMPLOYEE GROUP
INSURANCE PROGRAM



Initial eligibility refers to the first time a person is eligible for coverage. For you, the employee, this is when you're hired and become eligible for benefits.

For your spouse, it's when you become eligible for benefits or within 30 days of a new marriage.

No Cost Post Retirement Benefit

✓ Employees Retiring Prior to Age 65



Employee and Spouse Optional Life can be continued up to age 65

- Premiums will be the same as they are for active State employees
- If premium payments are made up to age 65, you may be eligible for the State's **20% paid-up life insurance benefit***

20% Benefit EXAMPLE:

Retiring at age 61
with \$100,000 of Optional Life

Continue
paying
premium
**directly to
insurance
carrier**, to
age 65



At age 65,
no further
premiums
are due



Receive a
**\$20,000
paid-up
policy**
paid to the
beneficiary
upon death

***Note:** Coverage must have been in place for at least 5 consecutive years.

No Cost Post Retirement Benefit

✓ Employees Retiring After turning 65

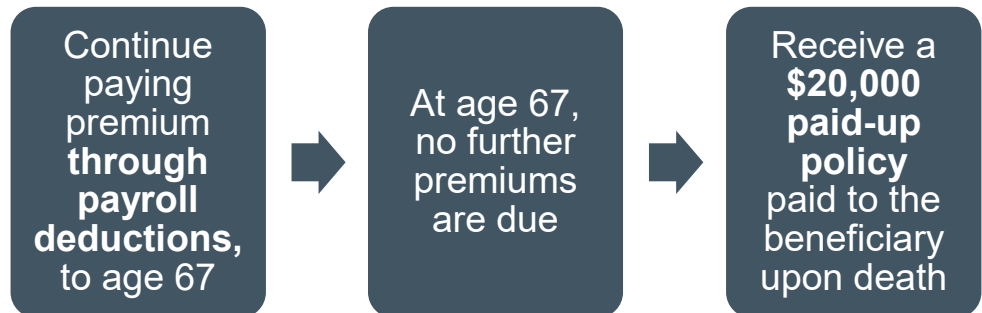


Employee and Spouse Optional Life can be continued after turning 65

- Premiums will be the same as they are for active State employees
- Employee and Spouse optional life insurance coverage may be eligible for the State's **20% paid-up life insurance benefit***

20% Benefit EXAMPLE:

Retiring at age 67
with \$100,000 of Optional Life



***Note:** Coverage must have been in place for at least 5 consecutive years.



Optional Accidental Death & Dismemberment Insurance (AD&D)

✓ **Securian Financial, underwritten by Minnesota Life**



[CLICK HERE](#)
AD&D Plan Summary

[CLICK HERE](#)
AD&D Rates Table

Optional AD&D Insurance

Employee paid – enroll anytime during the year Guaranteed Issue, NO health questions

- Accidental death and dismemberment (AD&D) insurance provides additional financial protection in the event that a covered accident results in an insured person's loss of life, hearing, sight, paralysis and more, whether the accident occurs at work or elsewhere.

Optional AD&D – Employee and Spouse

Employee paid – Available for enrollment to employee & spouse

(Spouse coverage cannot exceed employee coverage and terms at age 70)

Guaranteed Issue - NO health questions!

✓ Elect or make changes anytime using the Optional Application

Employee

- Elect up to \$200,000

Spouse

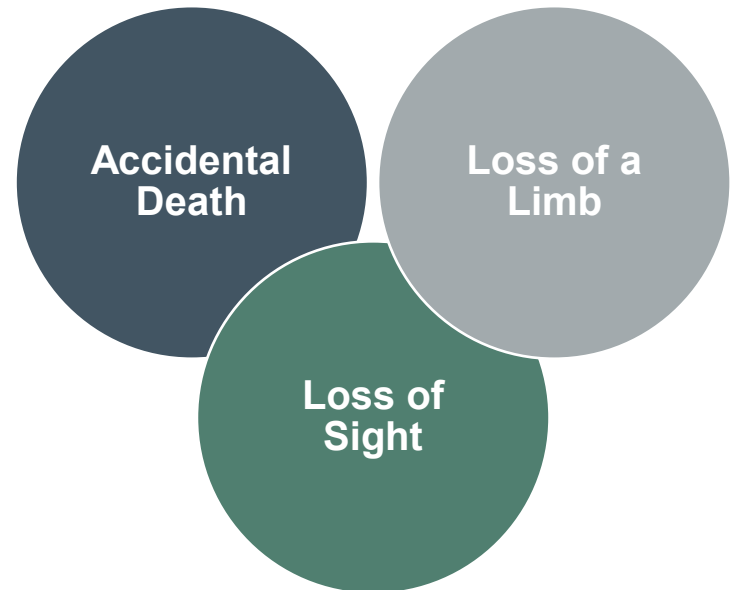
- Elect up to \$25,000

Semi-monthly:

Cost per \$5,000: **\$.08**

Example:

\$200,000 benefit cost **\$3.20**





Online Beneficiary Management



Account login

User ID [Forgot your ID?](#)

Password [Forgot your password?](#)

Log In

Website: www.lifebenefits.com

User Name

SOM followed by your 8-digit employee ID#

Password

8 digit date of birth followed by last 4 digits of your SS#

- ✓ Securian Financial will send instructions to your home on how to make beneficiary designations online; or contact Beneficiary Management at 1-866-293-6047
- ✓ Name beneficiaries for Employee Life and AD&D coverage*
- ✓ Written Confirmation will be sent to your home
- ✓ Make changes at any time

****NOTE: Active employees are automatically the beneficiaries for Spouse and Child Life***

Lifestyle Benefits

No Additional Cost for Life Insurance Participants & Their Family



Legal, Financial and Grief Resources

from
TELUS Health

How to access:

LifeBenefits.com/Lfg
username: lfg password:
resources 1-877-849-6034



Travel Assistance

from
RedpointWTP LLC
(not available to
retirees)

How to access:

LifeBenefits.com/travel
U.S./Canada: 1-855-516-
5433 All other locations: 1-
415-484-4677



Legacy Planning Resources

from
Securian Financial

How to access:

securian.com/legacy



Beneficiary Financial Coaching

from
Pricewaterhouse-
Coopers LLP

How to access:

Beneficiaries receiving
\$25,000 or more will be
contacted by Securian

[Click here](#) for additional Lifestyle Benefits details.



Optional Disability Insurance

✓ Underwritten by The Hartford



[CLICK HERE](#)
STD Plan Summary

[CLICK HERE](#)
LTD Plan Summary

Short & Long Term Disability

STD

Employee paid – enroll anytime during the year using the optional application

LTD

Employee paid – Elect or increase only during the annual enrollment period

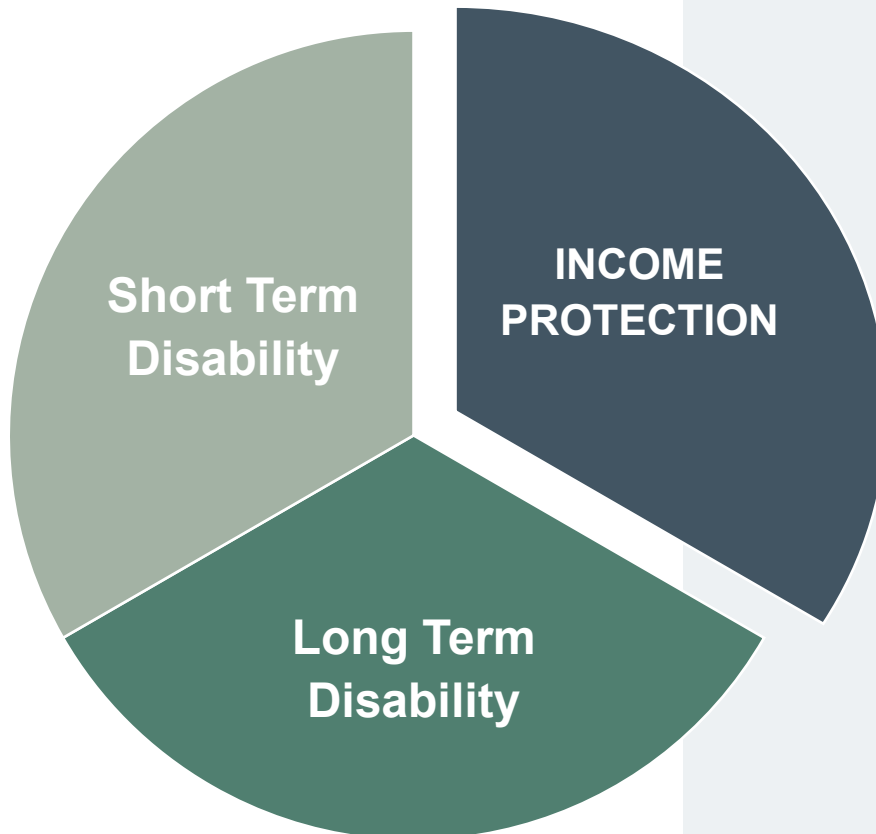
If an illness or accident interrupts your ability to earn a living and your doctor says you are not fit for work, Disability Insurance provides income protection.

Help pay for things like:

- ✓ Groceries/household items
- ✓ Medical bills
- ✓ Mortgage or rent
- ✓ Car payments

Disability Insurance Options

- **Short Term Disability**
- **Long Term Disability**



- You choose your benefit amount
- Premiums paid with after tax dollars
- No tax when benefit is received
- LTD premiums are waived when collecting disability benefits
- Required to be under the regular care of a physician
- Benefit payments are made to you by The Hartford

Short Term Disability Insurance

Coverage for up to 6 months



Benefit amount:

- ✓ Elect in \$100 increments, minimum \$300, maximum 66 2/3% of gross monthly earnings (not to exceed \$5,000 / month)

Benefits begin:

- ✓ 1st day of an accident or
- ✓ 8th day of an illness/maternity

Benefits payable:

- ✓ Up to 26 weeks

Benefits features:

- ✓ Paid in addition to sick leave
- ✓ Paid in addition to vacation pay



Long Term Disability Insurance

Coverage 6 months and beyond



Benefit amount:

- ✓ Elect a minimum of \$300, up to a maximum benefit in accordance with your annual earnings (refer to Hartford's chart), not to exceed \$7,000

Benefits begin:

- ✓ After 6 months of total disability

Benefits payable:

- ✓ Up to Social Security normal retirement age (age 65-67, depending upon your year of birth)

Benefit features:

- ✓ Benefits integrate with other income (i.e., SS & MSRS)
- ✓ 2-year exclusion for pre-existing conditions
- ✓ Minimum benefit paid = the greater of 15% of the enrolled amount or \$300

Future Enrollment Increases

APPLY ANYTIME

**Health questions
required!**

- Optional Life for Employee, Spouse and Child
- Short Term Disability

ENROLL ANYTIME

**Guaranteed Issue
NO health questions!**

- Optional AD&D

ANNUAL OPEN ENROLLMENT

**Guaranteed Issue
NO health questions!**

- Increase Employee and Spouse Life by amounts according to coverage currently in force
- Child Life
- Long Term Disability (pre-existing conditions apply)

NOTE: Decreases in coverage can be made at anytime.



Have More Questions?



VISIT

- www.ochsinc.com/stmn
- mn.gov/mmb/segip
- Lifebenefits.com/plandesign/statemn

EMPLOYEES Contact Ochs

- 1-800-392-7295
- 651-665-3789
- ochs@ochsinc.com

RETIREES Contact Securian

- 1-877-494-1714
- Option 1 for claims
- Option 3 for all other questions



Life Insurance products are issued by Minnesota Life Insurance Company or Securian Life Insurance Company, a New York authorized insurer. Minnesota Life is not an authorized New York insurer and does not do insurance business in New York. Both companies are headquartered in St. Paul, MN. Product availability and features may vary by state.

Services provided by TELUS Health and PricewaterhouseCoopers LLP are their sole responsibility. The services are not affiliated with Securian Financial or its group contracts and may be discontinued at any time. Certain terms, conditions and restrictions may apply when utilizing the services. To learn more, visit the appropriate website.

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